



**NATIONAL MEDIATION BOARD**  
WASHINGTON, DC 20572

(202) 692-5000

In the Matter of the  
Application of the

CWA/IBT ASSOCIATION

alleging a representation dispute  
pursuant to Section 2, Ninth, of  
the Railway Labor Act, as  
amended

involving employees of

AMERICAN AIRLINES, INC. AND  
US AIRWAYS, INC.

41 NMB No. 37

CASE NO. R-7395

FINDINGS UPON  
INVESTIGATION-  
AUTHORIZATION OF  
ELECTION

July 24, 2014

On April 3, 2014, the CWA/IBT Association (Association) filed an application pursuant to the Railway Labor Act, as amended, 45 U.S.C. §152, Ninth, alleging a representation dispute involving the craft or class of Passenger Service Employees at American Airlines Inc. (American) and US Airways, Inc. (US Airways) (collectively the Carriers or the New American). The Passenger Service Employees at US Airways are represented by the Association under National Mediation Board (NMB or Board) certification in NMB Case No. R-7085.<sup>1</sup> *US Airways/America West Airlines*, 33 NMB 180 (2006). The Passenger Service Employees at American are unrepresented.

The Board found in *American Airlines/US Airways*, 41 NMB 90 (2014), that American and US Airways comprised a single transportation system. The Board based this determination on its investigation, including submissions from the participants.

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<sup>1</sup> The Board certified the Airline Customer Service Employee Association - IBT / CWA as the bargaining representative. CWA and IBT changed the name to the CWA/IBT Association on March 5, 2014.

AUTHORIZATION OF ELECTION

Once the Board determines that a single transportation system exists, it examines the potential representation issues. The Board has extended an organization's certification to cover employees in the craft or class on the entire system when the numbers of employees on each part of the system are not comparable. See *American Airlines, Inc./TWA Airlines, LLC*, 29 NMB 260 (2002); *Continental Airlines/Continental Express*, 20 NMB 582 (1993); *Air Wisconsin, Inc./Aspen Airways, Inc.*, 18 NMB 336 (1991).

The Board's investigation establishes that there are approximately 8,287 Passenger Service Employees on the pre-merger American part of the system and approximately 6,544 on the pre-merger US Airways part of the system. These numbers are comparable and the Board authorizes an election among the craft or class of Passenger Service Employees, employees of American Airlines using a cut-off date of March 30, 2014. The Association will appear on the ballot and the count will take place in Washington, DC.

The Carrier is hereby required to furnish, within 5 calendar days, 1" X 2-5/8" peel-off labels bearing the alphabetized names and current addresses of those employees on the List of Potential Eligible Voters. The Carrier must print the same sequence number from the List of Potential Eligible Voters beside each voter's name on the address label. The Carrier must also provide to the Board the name and sequence number of those potential eligible voters who reside outside of the United States.

By direction of the NATIONAL MEDIATION BOARD.



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